



DEPARTMENT OF THE ARMY
HEADQUARTERS, U. S. ARMY EUROPE REGIONAL MEDICAL COMMAND
CMR 442
APO AE 09042

REPLY TO
ATTENTION OF:

MCEU-EO

26 September 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: ERM Command Policy Letter 13, Affirmative Employment and Equal Employment Opportunity

1. Civilian employees are vital to accomplishing the U.S. Army Europe Regional Medical Command mission. I fully support the Equal Employment Opportunity (EEO) Program policy of our Army. My support of and personal commitment to this policy is based on the need to fully utilize human resources on sound management objectives and on knowing it is the right thing to do. As Americans there is no other path we can take nor can we accept anything less from our leaders or associates. The EEO Program will facilitate accomplishment of our mission.
2. Leaders will support equal employment opportunity by basing employment decisions solely on demonstrated performance, merit, and potential. Employment decisions include awards, disciplinary actions, promotions, separations, tour extensions, and training. Our employment policy prohibits discrimination based on age, color, gender, handicap, national origin, race, and religion.
3. An effective workforce requires effective leaders who treat their employees with dignity and respect. Leaders will participate with the civilian personnel officer in development of the Affirmative Action Plan for hiring, placement and advancement of all personnel. In addition, leaders must continue to provide a climate where the principles of equal employment opportunity are integrated into the Army's goal of total quality management.
4. All units are required to place a copy of this memorandum in the permanent section of their unit bulletin boards.

ELDER GRANGER
Brigadier General, USA
Commanding

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